



EMPLOYMENT TRIBUNALS

Claimant: Ms H Simmonds

Respondent: Croydon London Borough Council (1)
Katherine Kerswell (2)

Heard at: Croydon (via CVP) **On:** 22 December 2023

Before: Employment Judge Leith
Mr Hutchings
Ms Mitchell

Representation

Claimant: In person, with Mr Cabon (friend)
Respondent: Miss Leonard (Counsel)

JUDGMENT

1. The complaints of direct race discrimination and direct sex discrimination against both the First Respondent and the Second Respondent are not well founded and are dismissed.
2. The complaints of harassment related to race and harassment related to sex against both the First Respondent and the Second Respondent are not well founded and are dismissed.
3. The complaints of victimisation against both the First Respondent and the Second Respondent are not well founded and are dismissed.
4. The complaint of constructive unfair dismissal against the First Respondent is not well founded and is dismissed.
5. The complaint of constructive wrongful dismissal against the First Respondent is not well founded and is dismissed.

Employment Judge Leith

Date: 22 December 2023

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>